

Minutes
Western Region Council Meeting
August 18, 2005
Days Inn – Richfield, Utah

Attendance: Mike Alley (for George Cross), Karen Alvey, Lis Barker, Mike Beacco, Rex Dunn, James English, Loya Garrett, Glenn Greenhalgh, David Kinder, Kristie McMullin, Katie Moore, Larry Pearson, Dale Peel, Sandy Phillips, Gene Roundy, Wayne Shamo, Roene Shaw, Dave Teeple (for Mark Thompson), Jan Thompson, Rich VanAusdal, Libbie Zenger.

Guests: Steve Maas (State DWS Admin.), Jared Miller, Mike Richardson (State DWS Admin.).

Youth Council: Becky Cox, Robert Depoe, John Klodnicki, Deborah Lewis, Lewis Mullins, Fran Cannard.

DWS Staff: Judy Ainsworth, Ann Barnson, Jolene Bundy, Wayne Fillmore, Kathleen Johnson, Kathy Leydsman.

Excused: Janet Oldham, Chad Johnson, Milton Taft, Karalee Smith, Leon Stewart, Joe Bernini, Doug Peterson, Brent Judd, Blair Painter, LaVoy Starley.

Minutes: Jolene Bundy

Welcome: - Libbie Zenger

Libbie welcomed everyone to the meeting. She did a new member spotlight on Sandy Phillips, the newest member of the council. Sandy is the Editor of the Richfield Reaper. Sandy gave a brief Bio of her life and experiences. She said she was also voted in as the new Co-Chair of the Marketing Committee.

Approval of Minutes: - Libbie

The minutes from the last meeting were presented. There were no changes and they were approved.

Agenda Item: State Council Goals – Mike Richardson

Libbie welcomed Mike to the council meeting. He is the DWS Coordinator over the State and Region Councils.

- Mike thanked everyone for helping the Department of Workforce Services (DWS) by being a member of the Region Council.
- He said the law set up the region councils to have Private Employers as members of the council in order to use their expertise and knowledge to make the department better in serving the public. This brings us together in partnershiping to help DWS move in the right direction.
- Mike explained how the State Plan for DWS came together. At the State Council meeting in March they looked at a list of the Department of Labor issues that

needed to be addressed. They had breakout groups that looked at those issues. They came to a consensus as to what needed to be done this next year. They turned that information into a state plan. Mike said he has heard that some of the other states are using our plan and putting into their tactical plan.

- Mike invited the council members to the Council of Councils on October 13 and 14 in Provo at the Marriott. The State council will be looking at some of the great things accomplished in the local areas. They will have workshops with great information and examples of partnershiping across the state along with workshops that will have good information for council members as an employer. "Partnership to Success" is going to be the theme.
- In the legislative issues, the state is running a bill to extend the offset of Social Security so it does not raise the income when filing for unemployment which is something most states do. They also have some technical bills to mostly clean up the language of passed bills. There is also a bill to make filing for food stamps and financial assistance easier for customers.
- The department director and deputy director is going to Washington DC regarding the upcoming TANF reauthorization bill. If the Federal government does what it is planning, most of the western states will loose money and the State of Utah will loose 8.7 Million dollars. This is because we were ahead of the rest of the nation in starting our programs so our funds will be going down. The other issue they will discuss is WIA reauthorization.

New Orientation Materials: - Libbie

Libbie said each individual has been given a packet of new materials for their orientation/reference guide. They need to take out all the information from the old binder and put the new information in the binder. Then sort through the old information to see what they want to keep and add it to the new book. Sandy Phillips and John Klodnicki both said they didn't have the binder and needed one.

Agenda Item: Governor Huntsman's 10 Point Economic Plan – Steve Maas

Steve said part of his roll in the Department of Workforce Services is to gather some of what the local Offices of Economic Development and the Economic Development Taskforce's are doing and develop on-line services.

- Steve presented some information he had received from some conferences about the local economy and how it affects us in a rural environment, of which Utah is.
- State said we are in a demand driven environment. In the past we tried to find jobs for the clients. Now we are working with the Employers finding the employees they need.
- The roll of a workforce system is to partnership with economic development and DWS. The Region Council is the drive to that partnership.
- In a rural setting, it is important to understand that the "Fortune 500" has eliminated more jobs than they created. Jobs across the United States are more dependent on the small businesses, entrepreneurs, and what's happening in world areas. Because of the advent of computers and the internet the power of information that is available world wide creates artificial community lines. Example: You can create a product in India and sell it anywhere.

- Economies will now be more regionally based. Political boundaries like state, city and county lines will be very guarded.
- A new term Steve likes is “agrapreneurialism” which means entrepreneurs in agriculture can produce a product, package, and sell it via the internet. Innovation will come from small businesses but will touch anyone anywhere in the world.
- With limited resources, the economic department is targeting specific industries which drive Utah’s economy like health Care, aerospace, construction, etc. by developing career paths in those areas. Steve said what employers are seeing is basic skills that have changed in specific occupations. The real issue is to develop the basic skills necessary for those career ladders.
- Soft skills are going to be one of the big pushes we have. The education community can help develop the skills the community needs.
- Steve said the Governor has taken the Economic Development Department and broke it up and has a bold new concept as to what needs to be done to development the economic development of Utah in the future. He has a lot of good ideas. What DWS is trying to do is a power point presentation stating what the roll of DWS is and what we can bring to the table.
- The Governors Office of Economic Development is under Chris Roybal. Their goal is to go outside the state and focus on specific companies they want to bring here that will compliment and utilize the skills we already have to revitalize our economy.
- Steve said the Energy Advisor Committee was put together to develop the great energy resources we have in the state such as coal, natural gas, oil, as well as developing shale oil.
- Travel and Tourism also comes under economic development and is under Leigh Von der Esch and Dick Bradford which supports developing new businesses and growing establishments. The governor is very much in favor of making the businesses here in Utah better and putting our efforts into being more competitive with out of state businesses. The state offices at DWS are trying to help the Governor realize that DWS already has in place the region councils, the tools, resources, and strategic offices throughout the state to help him accomplish his goals.
- The state offices are really emphasizing 10 points which include:
 - Recruit businesses to our state
 - Provide Labor market Information
 - With the help of start up recruitment and training services, we have all kinds of services already in place throughout the state to help with recruitment and training services.
 - Promote growth of targeted industries. That process has already started. The Health Care Taskforce met this morning and they are already working on that.
 - Attract More Capital - A highly skilled workforce automatically helps attract more capital because in a global economy a highly skilled workforce attracts higher skilled companies with more capital.
 - Improve the Competitive Edge for small and medium-sized businesses - DWS already has highly trained business consultants in the communities

- throughout the state that understand the local community and local environment and have positive influence in the community.
- Capture global opportunities for Utah companies. This again comes back to a highly skilled workforce.
 - Energizing economic development in Rural Communities - This comes back to our one stop employment centers and region council system. They already exist in our regions through out the state partnering in economic development education and work and business licenses. DWS doesn't want a recreation of the "wheel". They want to grow upon the "wheels" that already exist. DWS resources already exist.
 - Make State Government more efficient. DWS has on-line services. They would like to have an integrated economic development system that utilized some of the region councils as a way of continuing what DWS has begun.
 - Promote Tourism – Target specific high-growth occupations that have career ladders and potential for high pay.
 - Enhance Utah's National and International Image
 - Revamp Utah's Tax Structure
- DWS Believes Utah needs a comprehensive workforce development system that ties together: public and higher education, economic development, and employment services, into a unified strategy. This is basically what is done here in the region council. There is some discussion taking place to create some new centers called business links. There haven't been any nuts and bolts discussions regarding working terminology for these centers yet. It will be a place where, for example, an entrepreneurial, or small business can go to get help with education, training, what's available for businesses, how to run a business, etc. It would combine all this information into one place. What DWS does and what Economic Development does will be combine together into these centers. They will probably be housed in places of higher education so businesses know where ever they are they can go to a place of higher education and get the information and help they need.
 - Steve said the governor's office has announced the Cluster Initiative regarding business development in the state. This is an attempt to focus world wide on occupations that Utah already has to offer. Agriculture is not on this list because it is only 2% of our total population now where as it used to be about 50%. We are looking at more technical issues but agriculture will not be precluded.
 - A Business Cluster means utilizing what we already have and multiplying industries that compliment each other to help all grow. It's like Napa Valley utilizing their climate and land conditions, the ability to grow grapes, for making wine. These industries complimented each other.
 - If we talk about Health care, the focus is not just on health care but there are all kinds of businesses that grow up around that concept.
 - Our objective is dedicated to assure Workforce Services is at the table of economic development state wide and the region council and state council system is at the table state wide. The Key players are already here and the discussions will continue with the Governor Office.

Agenda Item: Economic Update – Lecia Langston

Lecia did a presentation on the economy of the Western Region. She said she is a messenger of good news. In 2004, the economic growth was very good in the Western Region. When looking at economic growth in local areas the economists particularly look at job growth. This is “thee” best indicator of how the local economy is doing.

- There is not any agriculture data because it is not in the collection process.
- The top 3 job growing counties were Juab, Piute, and Washington County. Every county in Western Region did see job growth in 2004.
- There are 2 counties with negative growth in the first quarter. They are Millard and Sevier. There was a discussion as to what influenced the figures for the counties.
- The Western Region has outpaced the state in population growth, especially in Washington County.
- In unemployment rates the Western Region is slightly below the State average which is below the national average. Garfield County always has a high unemployment rate this time of year because they have a seasonal economy.
- In Taxable sales, again Washington County leads the region with 20.4%.
- In Permit construction Values, many of the counties have slowed down. The surprise is Iron County at 75%. Washington County follows with 53%.
- For the most part the economy is great in Western Region with a few struggles here and there. One of our main concerns is not the economic growth but the average non-farm wage. Western region is the lowest in the state in wages. Grande and Rich are in there at the bottom. Otherwise, the counties of Western Region are the lowest in the State with Millard County being the only exception.
- If anyone has questions they can call or email Lecia or go to the DWS web site at jobs.utah.gov.

Agenda Item: Regional Director – Jan Thompson

Jan said DWS has 3 different functional areas – Intensive services which includes case management and training, Business Services which is working with employers and job seekers, and Eligibility which is the financial services side. Jan gave highlights of each area.

- Training is part of intensive services and a big issue. The department is finalizing budgets now. There is training funds for customers in adult and Youth. In the last council meeting we discussed having an RFP out for western regions youth services. We did not get a bid on the RFP. The DWS Western Region Program Coordinators stepped in to run the program and the counselors at each of the employment centers were still able to help 83 youth on the summer program.
- General assistance is state funded. It is for disabled individuals until they can get on Social Security disability. We are over our shortfall in this category because of so many customers. Each of the regions is asking for help by asking the legislature for additional funds to help with that shortfall.
 - General assistance customers do not receive a lot of money. They only get \$261 a month. It's not a large funding source but we are helping a lot of customers. We are excited about the WIA training funds and being able to continue to build our customer base there.

- In Business Services, there are a couple of things we are asking the council to help with. One is to encourage employers to use on-line services. One of our goals is to have 50% of the employers placing job orders doing it on-line through our on-line services. It is less than 10% now. We are asking the council to encourage employers to go on line to register job orders with us. We have redesigned our web pages to be very easy for employers to use. In the fall we will begin to redesign the job seeker side.
- Eligibility – DWS was sanctioned a few years go in food stamp accuracy. We were 48th or 49th in the nation. A review of 2003 was just completed and we came in 4th in the nation after a lot of hard work by our employees. That is a long way to come - from sanction territory to a Bonus of about \$551,000. That money actually goes to the Governors office. The governor decides what to do with the money. DWS has requested a large portion of that money go to the employees who did the hard work and made it happen. The Governor has been supportive of that idea.
 - In Western Region, last year and so far this year, we have been at 98.63% accuracy. This is because our service providers are providing services timely and accurately and doing an excellent job.
 - In all of the categories for timeliness the numbers have increased.
 - There is one area in eligibility that needs work and that is negative accuracy. Negative accuracy is the accuracy of services that are denied. We not only get checked on cases for accuracy but on accuracy of cases which we deny service.
- This council was very involved in our inmate pilot project with corrections. The department did sign a new contract. The first pilot was very well defined on the workshops given and what was taught. In the state contract our workshops were adopted but only at Gunnison and Draper. We will not get additional funds for the jails. The region is still maintaining and monitoring the 57 inmates from the pilot project. Part of the reason for this decision is the inmates they contract out to the local jails come back to their prisons for release. Some of our projects have moved into the education at the prisons.
- There is a new manager in the Nephi Employment Center. He is Andrew Hill. He comes from Central region where he has been working in eligibility. Jan hopes he can come to the next meeting so the council can meet him.
- Jan thanked those who attended the Rural Conference in Cedar.

Agenda Item: FEP Participation Change – Jan

In the authorization for TANF (Federal name for the program we call FEP in Utah), there are changes in the participation of customers. In the past, 30 hours of participation a week was considered full time. Now the Federal government says they must be participating at 34 hours a week.

- Fifty percent of our case loads must be participating at 34 hours.
- One of the impacts might be on Child Care. As the customers increase the hours of participation, child care costs may go up.

- Kathy Leydsman said DWS will be looking at developing workshops and opportunities to increase the soft skills of participants and possibly open up worksites where the soft skills can be developed.
- Jan said right now Western Region has 38% of the clients participating in work which means we have some work to do. It won't be cut off at 50% participation. It will depend on the customer and what is available but the goal is for all to be working. One of the issues DWS is taking to the National meetings is to get additional funding for the added cost of child care.
- If a client is a full time student they are considered to be at 34% participation. We rely on the schools to say if they are a full time student.
- Jan said the staff of Western Region needs to be complimented. The employees in the region are the greatest.

Agenda Item: DWS Incentive Funds – Karen Alvey

Karen said this could actually be taken off the agenda. She wanted to recommend the bonus money going to the governor be given back to the employees that did the work. It sounds like that is pretty much decided and they will get the majority of it. Jan said this is actually a tiered system. Those who had the most impact will get the largest bonus. Eligibility counselors will probably get the bulk of the bonus because they have the largest impact. About 60% will probably go back to the employees.

Agenda Item: Legislative issues - Jan Thompson

Jan said Senator Hickman was unable to be here. He is actually the chair of our interim committee. We will continue to check with him to come and meet with us so he can learn more about us. Steve said legislative issues come up every month and they keep track of these issues. He will forward that information to Jan. He said anyone can go into the legislative web site and find the current agenda. You can actually go into the computer and listen to it on line.

Agenda Item: Committee and Taskforce Reports

Youth Council – Becky Cox

- The Youth Council elected a new Vice-Chair. It is Brian Olmstead.
- They talked about the RFP for the Youth Services. A bid was not received so DWS is doing the program now. They did have the summer youth program which went over very well.
- There was a good discussion on the Priority Rating System. The State youth Council changed the priority rating system to add the targeted youth from the Department of Labor's directions. This includes: foster child, migrant youth, child of incarcerated parent and offenders. After a good discussion on possibly raising the veteran's points, they voted to rate the added categories with a "4" and the other categories with a 2 or 3. Veterans would get 2 points and disabled veterans would get 3 points.
- Ann summarized the Western Region summer youth program in the state news letter. The news letter is available on-line.

- Some time was spent talking about the TAL (Transition to Adult Living) initiative. The youth council voted last month they would be the council for TAL for this region.
- Ann and Vivian Brown did 3 partnership training sessions in the region for TAL. The training sessions went very well.

Economic Taskforce – Glenn Greenhalgh

Glenn asked Kristie to take charge and would like to ask that Kristie be recognized as the Chair of that taskforce. He will continue to help on the committee.

- Kristie said they are planning their committee meeting at the Region Council Meeting on November 17th as an economic summit and would like to have it as an annual event. It will be held in Richfield at Snow College South. They would like it focused on the economics of our region so it would include the 11 county Economic Development Directors, Chamber of Commerce Directors and others who have a hand in or interest in economic development. The goal of the summit will be to give them “tools” they can take home. The theme will be “Economic Development on the Ground”. They are requesting someone from the state be there and have each county Economic Development region represented. There will be lunch and a keynote speaker during the lunch. They have some one in mind who can speak on employee retention and how to capitalize on entrepreneurial and innovative ideas. Lecia Langston will do a presentation on economic tools and indicators for the region. A closing speaker would be Wes Curtis. None of these people know this. These are the people the taskforce would like to invite to do the presentations. They would like to have booths from Child Care, networking, targeted industries, economic information from Lecia, etc. If you have any other ideas, please let Kristie know.

Health Care Taskforce – Kathleen Johnson

Kathleen said LaVoy Starley had called her to oversee the Taskforce as he was unable to be here. She said they have done a lot to help with getting nurses. They are now looking at other occupations in short demand. The taskforce is requesting information from the health care industry as to what they need and partnership with education to see what they can do to help. They came up with lots of issues but will select one and target that for now.

- For an update on the Nursing issues: They have helped set up classes with Snow College in Ephraim and in Nephi and still working on one in Beaver. They are working with Weber State College to bring in the LPN classes on a yearly basis. There are about 30 students being helped through the classes now.

Marketing Taskforce – Larry Pearson

Larry passed out a copy of the July Executive Summary. This has been their project for a couple of years now and has been very successful in Washington County. The Executive Summary is supported in Washington County by the Chamber of Commerce, the Office of Economic Development, and others by helping to fund the Summary. The Taskforce still wants to see this expanded on a region basis. The Executive Summary can also be downloaded from the Special Section of the Spectrum’s web site.

- Another project the Taskforce is going to be working on is ways to encourage the Employer customers using DWS to use the DWS on-line services. The Customers using on-line services is about 9% and need to be increased to 50%.
- They will also be looking at the job seekers side of the DWS web site and see what changes they feel need to be made to make it more user friendly from an employers level. Jan said DWS is always looking for suggestions to help make it better. They would like to help clients better utilize on-line services rather than feel they have to do it in person. Karen said she retired from job service 10 years ago yet she still has people call her asking for help.

Other business: - Libbie

Libbie said she just wanted to remind everyone of the Council of Councils on October 13 and 14 at the Marriott in Provo. Our next Region Council Meeting will be November 17th in Richfield at Snow College South.

Meeting was adjourned.

The meeting was adjourned. The next meeting will be August 18th in Richfield.

Action Items August 18, 2005			
Item #	Person responsible for Action Item	Action Item	Date to be completed
1		None	

Conclusions/Decisions	
1	The Minutes of the Council Meeting on May 19, 2005 were approved
2	The Orientation /Reference Guide were updated.
3.	The Economic Taskforce will have an economic summit at the next Council meeting in November.
4.	The Marketing Taskforce will continue working on the Regional Executive Summary.
5.	The Council will encourage employers to use on-line referral services when hiring.